
President's High Growth Job Training Initiative *Health Care and Biotechnology Industries*



Investments to Further Demand-Driven Solutions in Healthcare and Biotechnology

The healthcare and biotechnology sectors were two of the earliest industries to become part of the President's High Growth Job Training Initiative. In 2003 and early 2004, over 350 CEOs and senior healthcare and biotech executives met with Assistant Secretary for Employment and Training (ETA) Emily Stover DeRocco to discuss the workforce challenges they face. Following these executive forums, ETA conducted workforce solutions forums that brought together representatives from industry, the public workforce system, and the education system, including community colleges and other education and training providers. These forums set out to prioritize challenges identified by industry and frame potential solutions. In both healthcare and in biotechnology, 13 challenges were selected as priorities.

Solutions took the form of grants. DOL ETA then strategically invested \$47,621,324 in 33 grants targeting identified workforce challenges, such as shortages in professions like nursing and defining career paths for new and emerging industries. These investments represented ETA's strategic efforts to model solutions in the healthcare and biotechnology industries that address the breadth of the workforce challenges identified.

While these initial investments addressed many of industry-identified challenges, it was recognized that in order to achieve the vision of a system driven by the demand of businesses, additional investments were needed to fill gaps and to replicate local and national solutions.

As a result, a Solicitation for Grant Applications (SGA) was issued on September 17, 2004, focused on the healthcare and biotechnology industries.

Applicants were required to have a 50% match from their strategic partners. Best practices demonstrate that leveraging resources in the context of strategic partnerships increases stakeholder investment in the project at all stages and levels, and it enhances the impact of the project itself. Proposals were evaluated against seven evaluation criteria:

- 1) Statement of Need; 2) Linkages to Key Partners; 3) Leveraged Resources;
- 4) Innovative Solutions to Address Industry-Identified Workforce Challenges;
- 5) Outcomes, Benefits, and Impact; 6) Replication; and 7) Program Management and Organization Capacity.

ETA received 229 applications in response to the SGA, which closed on November 4, 2004. Based on the evaluation criteria, 12 innovative solutions were selected for funding. The 12 awards total \$12,032,302 and go to three Workforce Investment Boards, five educational institutions, one local government, and three non-governmental organizations.

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The 12 grantees are:

BIOTECH

1. JobPath, Inc.	Tucson, AZ	\$276,393
2. Miami Dade College	Miami, FL	\$1,000,000
3. Claflin University	Orangeburg, SC	\$750,000
4. Temple College	Temple, TX	\$920,495

BIOTECH AND HEALTHCARE

5. Orange County WIB	Santa Ana, CA	\$1,000,000
6. Indianapolis Private Industry Council, Inc.	Indianapolis, IN	\$1,000,000

HEALTHCARE

7. City of Los Angeles	Los Angeles, CA	\$1,196,000
8. United Regional Health Care System	Wichita Falls, TX	\$846,325
9. CVS Regional Learning Center	Detroit, MI	\$1,757,981
10. University of Utah	Salt Lake City, UT	\$871,707
11. Orange County (NY) WIB	Goshen, NY	\$1,048,300
12. Board of Regents of the University of Wisconsin System	Milwaukee, WI	\$1,365,101